

## BOOT CAMP PREPARES JOB CANDIDATES FOR WORK IN GROWING COMPANY

**ABOUT CRYSTAL STEEL FABRICATORS INCORPORATED.** Crystal Steel Fabricators manufactures structural steel. Headquartered in Delmar, Delaware, the company recently purchased a new facility nearby in Federalsburg, Maryland. The Federalsburg facility is equipped with the latest fabrication equipment and has the capacity to fabricate 20,000 tons of structural steel per year, doubling total company production. Within one year, Crystal Steel plans to hire over one hundred employees in Federalsburg.

**THE CHALLENGE.** Crystal Steel needed to overcome several obstacles to meet its hiring goals for the new plant in Federalsburg, located on the Eastern Shore of Maryland. The region had a declining population and transportation challenges, and local residents lacked the skills required to support the company's needs. Crystal Steel reached out to Maryland MEP, a NIST MEP affiliate, for assistance.

**MEP CENTER'S ROLE.** MD MEP partnered with local community groups to select candidates for an Eastern Shore Boot Camp, an intensive two-week training program designed to train potential employees in the skills required at the Federalsburg plant. The Boot Camp included both classroom and on-the-job training. The classroom component covered soft skills and manufacturing 101, while on-the-job training allowed participants to shadow employees on the plant floor. Candidates focused on acquiring a mix of life skills, basic job skills, and basic manufacturing skills to increase their employability and prepare for work at Crystal Steel. Of the 15 initial Eastern Shore Boot Camp graduates, all 15 gained employment at the Federalsburg plant. The company started production at the new facility and is on track to add more jobs in the near future.

**"The success of this Boot Camp is due to the strong partnership developed by MD MEP, local community groups, and the dedication of Crystal Steel. The Boot Camp continues to evolve and provide a path to jobs in manufacturing for those who might not otherwise have access. We are thrilled that all 15 graduates received job offers from Crystal Steel."**

-Mike Kelleher, Executive Director of MD MEP

## RESULTS



**100%** hiring rate for Boot Camp graduates



Trained **15** local residents in workforce skills



Added **15** jobs, on track to add 85 more



Started production at new facility

## CONTACT US



8894 Stanford Boulevard  
Suite 304  
Columbia, MD 21045



(410)505-8936



[www.mdmeep.org](http://www.mdmeep.org)

